

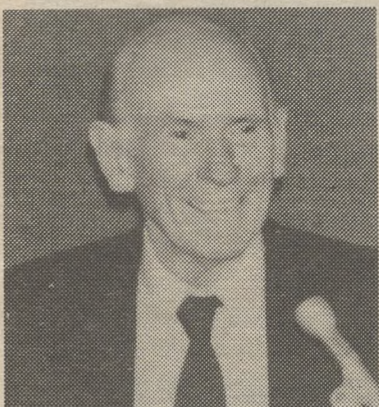
HAPPY HOLIDAYS?

A lemon on Labor's tree

Serving more than 70,000 teamsters & their families

NORTHERN CALIFORNIA TEAMSTER

VOL. 27, NO. 10 148 NORTHERN CALIFORNIA TEAMSTER DEC. '82/JAN. '83



Worst "of modern times"

Cranston blasts Administration as "anti-Labor" at Council Seminar



TALKING IT OVER—Joint Council 7 Executive Board members met with Senator Alan Cranston, after his address to the Council's 75th Anniversary Seminar in Monterey, to discuss the status of several bills in Congress which are of deep concern to the Teamsters Union. Left to right are Bob Morales of Local 350, Al Costa of Local 853, Vince Aloise of Local 315, Cranston, Chuck Mack of Local 70, Ralph Torrisi of Local 296, Ben Leal of Local 856, and Herb Suvaco of Local 860.

—Photos by Charley Wambeck

With a scathing attack on the Reagan Administration, U.S. Senator Alan Cranston was the featured speaker at the 75th Anniversary Seminar of Teamsters Joint Council 7 last month in Monterey.

Cranston also made it clear in his luncheon address to the more than 150 local union delegates and special guests that he was close to becoming an active candidate for the Democratic nomination for President in 1984.

Anti-Labor drive

"Under Ronald Reagan we are now witnessing the most anti-Labor atmosphere of modern times," Cranston said. "We see efforts to undermine collective security, to downgrade unions generally. The Reagan Administration has slashed unemployment compensation, closed down unemployment offices, thrown out CETA workers, wiped out job training, and meanwhile has created more and more people who are out of work."

The California Senator said that "under Ronald Reagan we have more unemployment, more business bankruptcies, and more foreclosures on farmers and homeowners, than at any time since the other Herbert Hoover

was in the White House." Cranston said the "best way to balance the budget is to get peo-

Gibbons

The sudden death of International Vice President Harold Gibbons (see Page 7) on the eve of the 75th Anniversary Seminar of Joint Council 7 injected a somber note into the program activities and observance. Gibbons was to be a guest at the seminar.

It also drew away from the seminar many of the top officials who made arrangements to travel to St. Louis for the Gibbons funeral on Saturday, November 20. International Secretary-Treasurer Ray Schoessling, First International Vice President George Mock, and Western Conference Director M. E. (Andy) Anderson left Monterey Friday morning. International Legislative Representative Dave Sweeney cancelled his scheduled Friday afternoon seminar appearance and headed for St. Louis instead of California.

ple back to work. Then people are paying taxes, not drawing food stamps, or unemployment compensation, or being on welfare. If we could cut the unemployment rate from 10.4 percent, where it is now, to 5.4 percent, that would balance the budget." He told the Teamsters "we now have the biggest deficits in all history." This year, he said, the total would probably be "around 175 billion dollars." Reagan's economic policy "is plainly unworkable," he said.

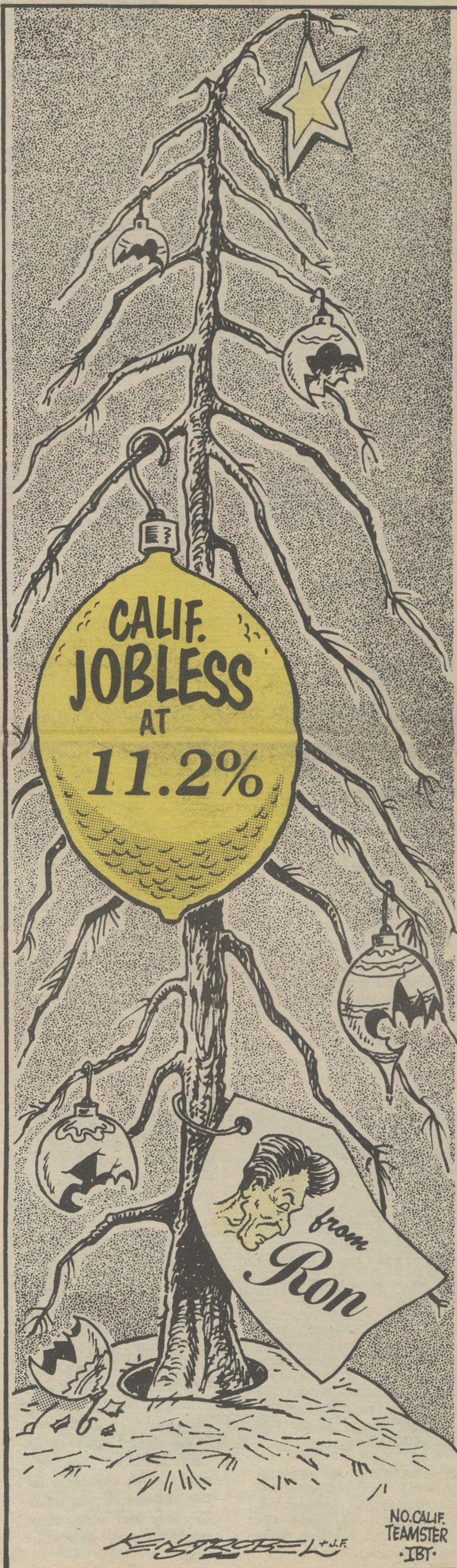
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"The Tiger" See Page 4 editorial



DRIVE, the political voice of the Teamsters needs you!

You need DRIVE! Give now!

Joint Council 7 members and retirees continue to respond to the call for contributions to the Teamsters political action fund and to fight Labor's enemies in Congress and on the key legislative fronts.

With the worst unemployment rate since the end of World War II showing little sign of going back down, and large corporations continuing to pour money into Washington to cut back Labor's hard-earned rights, the health of the political action funds of all Organized Labor remains the No. 1 priority of every working man and woman in the nation.

It is a sad note that money is such a vital ingredient in deciding which way the making or changing of laws goes, but that is a reality that a mere clucking of tongues will not affect. While our democratic form of government, with its freedom of religion, choice of occupation, right to vote for our leaders, and other blessings, is an enviable one, it also has some built-in imbalances that still have not been corrected. Hopefully, in time, they will be.

Meanwhile, your dollar contribution to the Teamsters DRIVE fund to protect the interests of you and your family are vitally needed. If you can, and your purse permits it, you might consider making a regular monthly contribution.

Here are the contributions received at the Joint Council office from October 15 through November 20:

DRIVE Givers

MEMBER	Local	Amount
Vernon Abbott	85 (Retiree)	\$5
Daniel D. Abrew	70	25
Robert F. Almada	287	10
Eraklis Arconti	226	10
Louie Arko	70 (Retiree)	10
Maria Bokura	856	5
Fred Bianchi	921 (Retiree)	10
Herbert T. Canadas	216	10
Charles Fisher	226 (Retiree)	10
Harry Gemignani	96	10
Claude B. Golike	490 (Retiree)	10
Albert Harrow	287 (Retiree)	25
Henry E. Lane	85 (Retiree)	10
Roy Leschinsky	70	10
Alexander MacGregor	70 (Retiree)	15
Raymond John Maderos	70 (Retiree)	10
Ralph T. McCormick	287 (Retiree)	10
Guy P. Mendell	85 (Retiree)	10
Clarence T. Miles	85 (Retiree)	10
Robert Mobley	70	25
Philo Notmeyer	291 (Retiree)	10
Tony Ortega	70 (Retiree)	10
Edward J. Peppers, Sr.	85	10
Frank P. Peralta, Sr.	484 (Retiree)	5
Gerald Rodriques	Affiliation unreported	25
William E. Ryan	265	10
Mary J. Sammut	856	5
William E. Scott	70	5
Nick Shamrock	70 (Retiree)	15
George C. Sorch	70 (Retiree)	5
William L. Shore	921	15
William E. Warwick	85 (Retiree)	20
Edmund F. Wesche	85	5
Total		\$380



October 24, 1982
in San Francisco

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the march
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strong

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I enclose, freely and voluntarily and not out of fear of reprisal, the sum, indicated below, for DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE.

Suggested Voluntary contribution.

_____ \$5 _____ \$10 _____ \$15 _____ \$20 _____ \$25

Name (Please Print)

Address

City

State

Zip

Local Union #

Social Security Number

Signature

Date

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463.



THE LEGAL CORNER

By Beeson, Tayer, Kovach & Silbert

On Jan. 1st

Increases in Workers Compensation Benefits

[The authors of the following article, Ken Rosenthal and Nancy Ayoob, are a partner and an associate, respectively, in the recently expanded law firm of Beeson, Tayer & Silbert and Rosenthal & Leff, Inc.]

Governor Brown recently signed into law several amendments to the California Workers' Compensation law that will affect the rights and benefits available to all workers injured on the job in California on or after January 1, 1983. The amendments significantly increase the weekly benefits paid injured workers but limit an employee's right to sue his employer outside the workers' compensation system.

The amendments increase the maximum temporary disability benefit from \$175 to \$196 per week for injuries occurring on or after January 1, 1983, and to a maximum of \$224 per week for injuries occurring after January 1, 1984. Temporary disability benefits are paid to employees while they are recuperating from on-the-job injuries.

The maximum permanent disability benefit is increased from \$70 to \$130 per week in 1983 and to a maximum of \$140 per week in 1984. Permanent disability pay-

ments are awarded when an employee has not made a full recovery from the on-the-job injury but continues to suffer a residual impairment that prevents him from returning to his original job or limits his ability to compete in the open labor market. This is the first increase in the permanent disability maximum since 1972.

Death benefit up

The new law increases the death benefits paid to spouses and children of workers who die because of job-related injuries from a present maximum of \$75,000 to \$85,000 for injuries occurring in 1983, and to \$95,000 for injuries occurring in 1984.

The amendments also increase the penalty that may be assessed when employees are injured due to "serious or willful misconduct" by their employer. Such a penalty can be imposed, for example, when an employer fails to provide safe working conditions or fails to adhere to Cal-OSHA safety orders. The new law eliminates the previous \$10,000 ceiling on these penalties. Other changes may make it easier to prove that the employer has engaged in serious or willful misconduct that has caused an injury.

Although increasing employee benefits and rights in some areas, the new law changes some procedural requirements to give greater protection to employers. The change with potentially the greatest effect alters the burden of proof in workers' compensation cases, placing it on the in-

jured employee rather than the employer where it was before. This change applies to all employees injured after January 1, 1983.

Time limit set

The new law requires employees to request rehabilitation benefits within one year of settlement of their claim or the last award of permanent disability. These benefits are available to workers who are no longer able to perform their original jobs and formerly there was no time limit for requesting this benefit.

Finally, the new law strengthens restrictions against claims an injured employee can bring against his employer outside the workers' compensation system. A recent decision by the California Supreme Court potentially allows employees to pursue such claims when they are injured on-the-job by a product manufactured by the employer. Under the new law, an employee may sue his employer for injuries caused by the employer's product only if the product has first been sold to an independent third party and is no longer under the employer's control.

As a result of the new amendments, injured workers will receive a long overdue increase in benefits. This good news is tempered by the increased procedural protections afforded employers, but overall the new law means better benefits and increased attention by employers to on-the-job safety and accident protection.



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"Cwazy peeble"

Danville (Illinois) Teamster Local 26 retiree Eddie Nichols recently wrote in the local's publication:

"... we saw our first snow on the mountain near San Francisco. You won't believe it, but we drove up there and them idiots were loading snow inside their cars and trucks. They were also making snowmen. In the Midwest, if you acted this way over snow, they would put a net over your head."

For service records

Local 216 drivers get Mayor's Merit Award



HONOREES—Left to right at San Francisco City Hall are Local 216 Secretary-Treasurer Dallas Allen and drivers Pete Goyton, Roy Ray, Jim Sullivan, and Jerry Driscoll. Driver Tom Assereto was not present.

Drivers Pete Goyton, Roy Ray, Jim Sullivan, and Jerry Driscoll of South San Francisco Building Material and Construction Teamsters Local 216 received Mayor's Merit Award plaques last month from Mayor Dianne Feinstein at San Francisco City Hall. Also named for the award but not present for the ceremony was Local 216 driver Tom Assereto.

Goyton, from a San Francisco Teamster family and a member of the Union for 43 years, also was awarded one of two week-long trips to Hawaii for two persons because of his fine record.

Sponsored by San Franciscans for a Cleaner City, the awards are given to outstanding public employees who have the job of keeping the city's streets clean and presentable.

Say U.P.S. dispute over

At press time for this issue, the dispute between Northern California Teamster locals and the United Parcel Service over Health & Welfare payments had

apparently been resolved.

The reported settlement removed the immediate threat of a strike which would have affected approximately 5,000 members of ten Joint Council 7 locals.

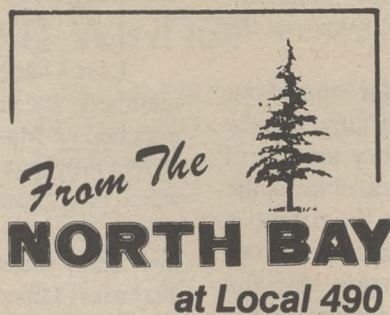
Details on the reported settlement will be in our next issue.

Good score in Nov. 2 election

The California Teamsters Public Affairs Council scorecard for endorsement of candidates in the November 2 General Election races in Joint Council 7 and Joint Council 38 areas wound up with an .840 batting average.

Fifty-seven of the 68 Teamster-endorsed candidates were elected to office. They included Congressman Phil Burton whose return to Washington was considered the most vital Northern California election goal by the Teamsters Union. IBT Legislative Director Dave Sweeney made a special trip to San Francisco from Washington only weeks before the election to urge Teamsters to get out the vote for Burton.

On the statewide ballot propositions, eight of the eleven Teamster recommendations matched up with the way most of the voters responded.



At the November membership meeting, Local 490 nominated and elected a full slate of officers for the coming three years. Secretary-Treasurer **Tom Williams** did not seek re-election, and, as a result, the new officers are as follows: **Larry Petrie**, President; **Ray Castelluccio**, Vice-President; **Casey Sawyer**, Secretary-Treasurer; **Lloyd Adcock**, Recording Secretary; **Carlos Borba**, **Fred Jorgensen**, and **Don Melford**, Trustees. . . . Casey Sawyer reports possible expansion of the warehouse at Breuner's in Benicia may be in the works; more after the first of the year.

On bargaining front

At ACE Hardware, there will be two, and possibly three, arbitration cases heard in the month of December. Business Representative **Ward Allen** reports negotiations under way at Stewart-

588 official's son

Mike Salido high in national bicycle motocross rankings

One of the frustrations of producing a labor-union newspaper is that often the editor is completely unaware of the background, accomplishments, or talents of one of the union's many members, or of his or her family. Sometimes only an article in the outside media will bring it to his attention. This is true in the case of Oakland Teamsters Local 588 President LeRoy Salido's son, Mike. The following excerpts are from an article in *The Daily Review of Hayward*.

By Pat Craig
Staff writer

Mike Salido wheels his little bike past the pingpong table on the covered patio and through the sliding glass doors into the family room, where he leans it against the wall near the dining room table.

The 15-year-old Union City boy, wearing braces and his Skyway bicycle equipment team shirt, flops down in a chair near the couch and casts a sidelong glance at the chrome racing bike that's taken him to the far corners of the United States and Europe.

"It's a little lighter than a normal bike, but it's nothing special; there's nothing on it you couldn't get at a bike shop," says the Moreau High School sophomore, who spends 35 out of 52 weekends a year flying to bicycle motocross races throughout the United States and Europe. "Those are practice wheels on it now, the racing wheels are made with graphite in them and there's not as much flex."

Technical talk—about gear ratios and the length of the pedal cranks—spills easily from the boy who's been racing bicycles for the past 2½-3 years. What he's saying is that the bike is set up in what would be third or fourth gear on a conventional 10-speed, and the longer peddle cranks give him a little more power over the hills,



Mike Salido

valleys and jumps of the motocross track.

"I raced motorcycles before this, when I was about 12. I was racing 100s (100 cubic centimeter engines) but I never got anywhere as a 12-year-old," Mike smiles. "Competition was unlimited, no age limit, so I was racing against 16- and 17-year-olds. I decided to try something else."

What he did was hop on a bike—one of those little 20-inchers popular now with kids who jump curbs and terrorize vacant lots by rocketing off dirt mounds and creating plywood ramps that serve as catapults for their airborne bicycle mania.

Like many fads, somebody quickly found a way to organize and capitalize on the little bikes that hop and dance like popcorn on a hot stove. Race courses were built, specialized equipment developed, and what had been fun for subdivision daredevils suddenly became a sport.

The hopping hobby had reached sport status by the time Mike entered his first race, at the old Fremont motocross track near the dragstrip.

"I made it to the main (race final) but I slipped my pedal and ended up finishing last," he says,

grinning. "It wasn't until my fourth race that I got my first trophy."

Trophies have kept on coming since then. Current national amateur rankings have him placed ninth by one association and second by another.

In trade for use of his name and photo in Skyway bike products, Mike is shuttled around the country to races and appearances every weekend.

Occasionally, he will miss a Friday or Monday from school because of a Midwest or East Coast race, but he still manages to maintain "pretty good" grades, and a slot on Moreau's football team.

For Mike, the travel has been exciting, but he's at the age now where he'll have to consider turning professional. When he hits 16, he'll be eligible to turn pro.

It would seem an easy decision for a boy who is already high in the national rankings, and could earn anywhere between \$60,000 and \$80,000 for a season as a pro.

"I've really got to think about it. Right now, it's tied between the bike and football," he says, adding that even now, when he can turn down a race, it's difficult to make practices and races on the same weekend.



ONE FOR US—Vallejo Local 490 member Matt Pachetti (right) receives a \$1,000 check from Business Agent Ward Allen after winning his arbitration back pay settlement following an unjust discharge from Baker-Hamilton Hardware. Attorney Pat Szymanski handled the case.

Walker, a recent Local 490 organizing victory. Contract negotiations have started at Seven-Up, Dr. Pepper, and Coca-Cola, and there is another massive county employee organizing drive now under way in Solano, with court marshalls the first target. Business Representative Lloyd Adcock reports tanker talks are still stalled, and contract re-negotiations going on at Vacaville Garbage and Loomis Armored Car. Several grievances both within the tanker area and other miscellaneous areas should be heard by delivery time for this issue.

On behalf of all the officers and staff of Local 490, a happy and prosperous Holiday Season is directed to all of you!

Editorial

The Tiger

(The editorial, written by Stan Smith, Executive Secretary of the San Francisco Building and Construction Trades Council, is reprinted from the November 15, 1982 edition of *Organized Labor*, official publication of the Council and the North Coast Counties District Council of Carpenters.)

"I've had many an old timer, both in and out of the labor movement, tell me that in the old days in the Bay Area to cross labor was like grabbing a Tiger by the tail. But in recent years there has been a lot of speculation that the Tiger was dead or just asleep. . . .

"We who live and work in the Tiger are always trying to analyze it: Is the Tiger asleep, or really dead or dying? We continually try to move our section of the Tiger, and that was part of Tiger's problem.

"There are too many independent parts, the Teamsters, I.L.W.U., AFL-CIO's Labor Council, Metal Trades Council, Building Trades Council, and none seemed to move in coordination with the other. One paw would jerk here, another over there. The tail would swish, or the head would shake, but never in unison.

"Then, a couple of years ago, the Teamsters started talking about putting the Tiger on display. Let's march him up Market Street, they said, just like in the old days when he was the most feared animal in the jungle.

"But there were the doubting Thomases who were apprehensive; the Tiger wouldn't be strong enough to stand on his feet and the snakes would see how weak the Tiger really was and finish it off. But the Teamsters' part of the Tiger kept pushing the other parts to get moving, and pretty soon the Tiger started to shake its head realizing once again all the parts wanted to act in unison.

"But the head without a body isn't worth much. There is an old saying in boxing when you hit your opponent with good body punches. It is, 'kill the body and the head will die.'

"In the Tiger's case, I think it was just the opposite. The Tiger had been hit in the head so much we feared the body may have died. When the head finally sent the signal to the body to get up and go on a parade, a strange thing happened.

"The heart of the Tiger, the rank and file members, started to beat stronger and stronger and the blood once again ran through its veins. The heart sent a message back to the head. 'What took you so long? We have just been waiting for the proper message.'

"On October 24, the Tiger stood and shook its massive body, heart pounding in its chest and the blood surging hot and fast through its veins. The Tiger started up Market Street, 70,000 rank and file strong, the biggest Tiger ever to walk in San Francisco, not to the tune of a march because the Tiger wasn't marching, it was on he prowl.

"When it got to City Hall, the Tiger let out a roar that was heard to the bowels of the City. The word was out, the people in high places could be heard crying 'the Tiger's awake, the Tiger's awake. What will we do? What will we do? The Tiger's awake and roaring.'

"Not to worry,' said the people who would deliver the Tiger's head on a platter to Washington, D.C. 'The spirit is strong but the flesh is weak. Just pat it on the head, it will lie back down, and on November 2, when it's just lying there purring, we will pull its fangs.'

"But the Tiger refused to lay back down, as the flesh was now also strong, and when the people from high places, some as far away as the nation's Capitol, tried to tell the tiger everything would be o.k., that all we needed to do was 'stay the course,' the Tiger snarled and snapped.

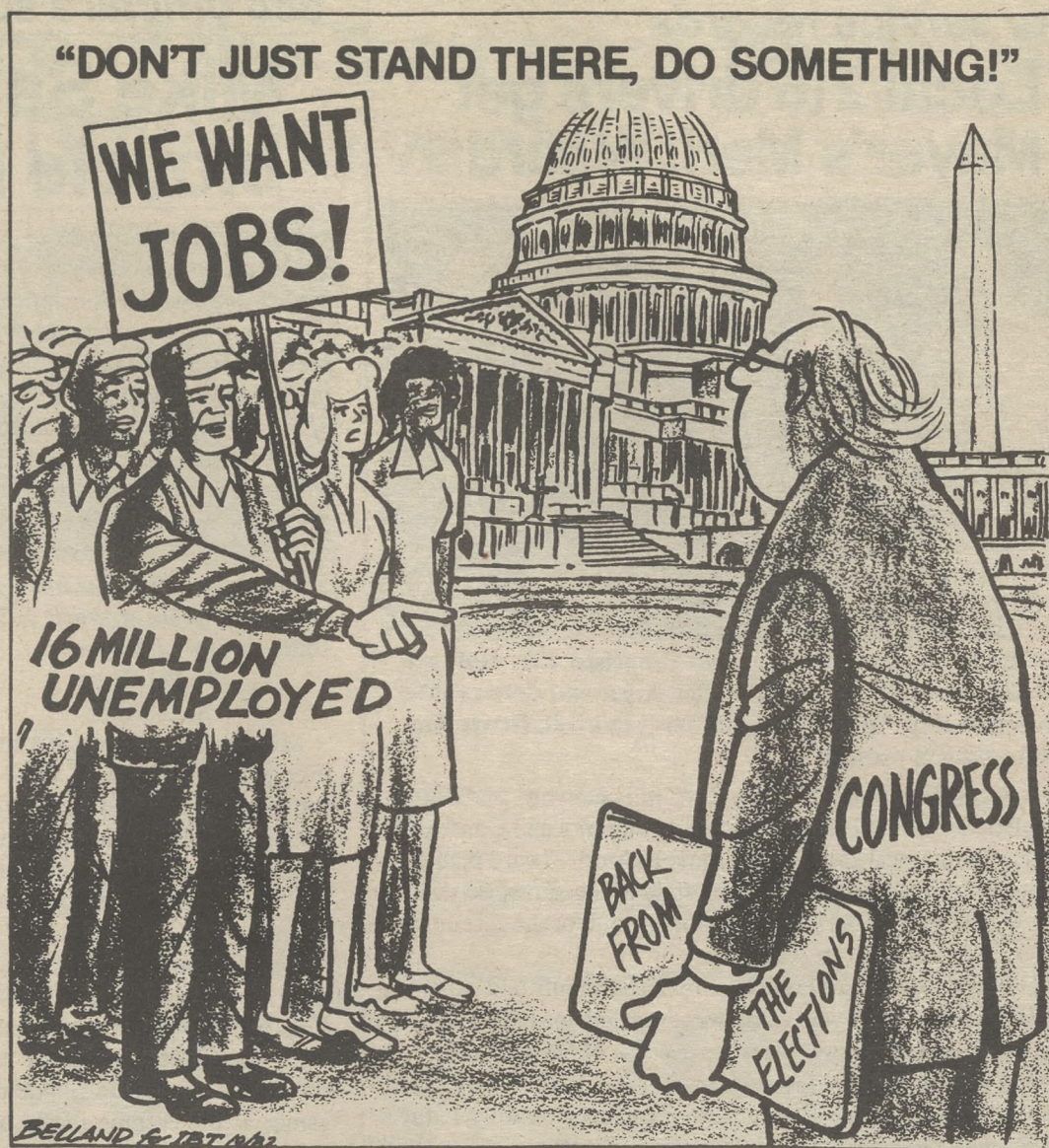
"The Tiger not only would not lay back down, it went on the prowl through the streets, into the workers' homes, on the job sites, spreading the word about Reaganomics and how they would attempt to defang the Tiger on Nov. 2.

"The Tiger spread the word about unemployment, the cutting of aid to the old and the disabled, the poor, to those who are unable to care for themselves. With each day the Tiger grew stronger as more and more life blood, union members, surged through its arteries.

"When November 2 rolled around, instead of rolling over and playing dead, the Tiger went on the prowl to the voting booths, and when the people in high places reached out to pat the tiger on the head as a sign of business as usual, the Tiger tore their arm off by soundly defeating the would-be Congressional messengers of Reaganomics.

"The Tiger is still alive and well and must be kept that way if workers are to survive and protect the wages, hours and conditions we have worked so hard for. There are many workers who are not protected by the Tiger who must become a part of it or we will surely lose everything.

"But in the end it is the blood, the union rank and file members, who supply oxygen to the head. Otherwise the Tiger will die."



President's Report

by Chuck Mack
President, Joint Council 7

It's that time of the year again.

Christmas is just around the corner and soon after that we'll be subjected to those inevitable New Year cartoons showing Old Man 1982 going out the door and Baby 1983 coming in.

It is going to be a little difficult for some of our Brother and Sister Teamsters to get fully into the Happy Holiday mood this year. They are out of work, or are working limited hours, due to the strained economy which still covers the nation as this is being written. Here in California the last jobless rate available at press time was the November figure from the State Employment Development Department of 11.2 percent.

Encouraging Signs

However, there are some hopeful signs of possible bright spots ahead, and it is to these that we should focus in during the holidays so that we can enjoy the season's warm ambience and spiritual uplift with family and friends.

Some of these encouraging signs have appeared just in the last month or so on the political front. It is there, on the legislative and administrative government stages in Washington and Sacramento, that the futures of labor unions and ordinary working men and women, not only in 1983 but for many years ahead, will be decided.

Fight back

Organized Labor and its hard-earned rights to a fair wage, reasonable hours, decent working conditions, protection against unfair labor practices, and a respectable pension income which will keep up with increased living costs, are under severe attack right now. The only way to turn it back is for Organized Labor to demonstrate clearly that it is to be feared, respected, and coveted at election time.

Here in Northern California, there are stirrings and rumblings that indicate that we Team-

sters, and our Brothers and Sisters in the AFL-CIO and the I.L.W.U., are fully aware of this need and are taking steps to meet it.

That Labor Parade

Last October 24, more than 70,000 union members, by unbiased police and media counts, marched up Market Street together in San Francisco to a rally that filled the Civic Center and sent out waves of enthusiasm. Officially linked together in a public mass demonstration for the first time in more than thirty years, the rank-and-file members of the Teamsters Union, the locals of the AFL-CIO labor councils, and the I.L.W.U. heard their national, regional, and local leaders say, in effect, "We are still here, we are strong, and we are angry."

Union members felt a surge of pride, of exuberance, of restored confidence in what they could accomplish, acting together. They pledged that they would—and there are forces at work now to make sure that this October 24 demonstration will not be remembered as a one-shot event with no lasting result.

Election wins

On November 2, gains were made nationwide in pro-Labor candidates winning seats in Congress. Congressman Phil Burton won an overwhelming victory in a race that was underlined as the No. 1 priority for Organized Labor. Tom Bradley lost his try for Governor by a whisker, but has let it be known that he will be back again. So Labor is on the road, the right road, and there is reason for hope and optimism.

Have a wonderful Holiday Season with your family and friends. Enjoy it and put aside for a few hours or a few days, any cares and worries that you may have.

Then when January 2 comes around, we'll pick it all up again and, as Harry Truman used to say, "give 'em hell."

Local 70 News

BROTHERHOOD OF TEAMSTERS LOCAL 70

70 Hegenberger Road, Oakland, Calif. 94621

December, 1982-January, 1983

® 148

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No take-aways

Sea-Land strike settled via unity

Business Agent Marty Frates reported that the Sea-Land strike was settled after one week. It was an unavoidable strike because the company came into negotiations with more than ninety items on the table. The contract had expired on March 31, 1982, and there were over twenty-five negotiating meetings with virtually no movement from the company until last October 27.

The main issues were job security, work jurisdiction, and preventing the company from taking away contract language and working conditions. Frates was appreciative of the contributions of Steward Jim Reliford, Bill Holchuck, and Tony Lamiero for the many long and difficult hours spent in negotiations.

Cooperation pays off

The strike was a very effective one because the members work-

ing at Sea-Land stuck together and were strong in their conviction to retain a decent contract to work under. More important was the cooperation of all the other unions involved. It was a pleasure to see the solidarity of the Teamsters, Longshoremen, Machinists, Office Workers, the Masters, Mates and Pilots, the S.I.U., and all the other unions involved. The employees at Sea-Land were also appreciative of the invaluable help of President Jim Muniz in negotiations and Business Agent Jack Spratt for handling the Long Beach strike activities.

Sick Benefit dinner dance a winner

The Local 70 Sick Benefit Dinner Dance held on Saturday evening, November 6, proved to be a financial success. The Fund realized \$577 after expenses.

Although the success of this event can be attributed to the combined efforts of the individuals who put it together, the prime reason is the concerted effort of those who got the tickets out. Special thanks go to Trustee Art Soto who did more than his share toward publicizing the event in his own way.

Special thank you's

In recognition of their indi-
Page D

Simmons contract approved

Members working for the Simmons Mattress Company approved a new three-year agreement in mid-November.

The contract expired March 31, 1982. For the past several months, Business Agent Don Gomez and Secretary-Treasurer Chuck Mack have been meeting with the company over terms of the new contract. The negotiations were complicated by the efforts of Sealy Mattress in Local 315's jurisdiction to go non-union. Sealy is a main competitor of Simmons. In spite of this problem, agreement was reached and the contract overwhelmingly ratified by the members.

The new agreement provides for Pension increases, Health & Welfare improvements, and also yearly wage or cost-of-living adjustments.

Organizing "first" for Local 70

Business Agent Jack Spratt reports that after a long, hard struggle, Local 70 was successful in organizing Pacific Coast Roofing, a San Leandro firm which employs three drivers.

Although there are roofing companies under Teamster contracts on the East Coast, Pacific Coast Roofing is the first to be signed to one here on the West Coast.

At U.P.S.

Health & Welfare dispute continues

As this edition of the Local 70 News goes to press, Local 70 — along with other Teamster locals party to the Northern California Teamster-United Parcel Service Agreement—has locked horns with U.P.S. over Maintenance of Benefits for Health & Welfare.

The recently-negotiated U.P.S. contract quite clearly calls for the employer to maintain health care costs for the life of the contract. The employer, even though signing the new agreement, has advised the Northern California locals, Western Conference, and the International that the signing was a "mistake" and that, in fact, it is not going to maintain health care benefits during this agreement beyond whatever specified amount appears in the collective bargaining agreement.

U.P.S. notified

Local 70 Secretary-Treasurer Chuck Mack and Business Agent Bob McAlister joined other Teamster locals in sending United Parcel Service a five-day delinquency notice. Under terms of the contract, the Union could strike the employer for such Health & Welfare payments if sanction for such strike is granted by the International Union. The International is currently reviewing the request of the Northern California locals for sanction.

U.P.S.'s action is patently irresponsible, and could jeopardize the health care benefits of its employees working throughout the Northern California area. The unions are in no position to accept this unilateral action on the part of the employer, and are prepared to take whatever legal and/or economic action is necessary to protect their respective memberships.

Fringes

Hard times slow growth

Besides slicing pay increases for many workers, the recession also appears to be stunting the growth of employer-paid fringe benefits.

After years of rapid expansion, the cost to employers of providing extras such as paid vacations, life and health insurance, pensions and sick leave is leveling off. In some cases, benefits are being cut back.

Smaller increases

Latest figures, compiled by the Chamber of Commerce of the U.S.A. in a survey of nearly 1,000 businesses, show that the average

Page D

CTA-Local agreement ratified

Teamster members throughout the Bay Area ratified the C.T.A.-Local Drayage Carrier contract this past month.

The agreement, which extends the current collective bargaining agreement until March 31, 1983, with improvements in Health & Welfare and Pension, was ratified overwhelmingly.

New retirement benefit

Local 70 members working for Boland Trucking, Haslett Company, Romeo Drayage, Schroeder Trucking, Stewart Drayage, Trans-Bay Express, and Walton Distribution are covered by the contract.

The employers did provide the new Supplemental Pension Retirement benefit for employees, and have agreed to maintain the benefits in the Health & Welfare program. All other contractual conditions remain the same.

SPECIAL PICKET-DUTY NOTICE

Those who take it upon themselves to abandon their picket duty assignment early will serve an additional full day of picket duty.

At the November 16, 1982 meeting of the Picketing/Organizing/Assessment Committee, discussion focused on members who leave their assigned picket duty early.

The Committee unanimously agreed that members who abandon their assignments will be compelled to serve an additional full day of picket duty. They are to be given no credit for time spent, if they do not complete their assignments. The following motion carried unanimously:

"Any member assigned to picket duty or alternate service who does not complete his assignment and effectively abandons his duties will be rescheduled for an additional full day of picket duty or alternate service."

This policy decision of the Picketing-Organizing/Assessment committee will be enforced vigorously and without exception.

SICK BENEFIT FUND

Monthly Meetings—2nd Tuesday at 7:30 p.m.

Tuesday night phone: 569-7171

Day phone: 569-9317

Claims for Sick Benefits must be filed at Local 70's office within 30 days of disability.

SICK BENEFIT COMMITTEE

Chairman—Ray Arroyo

Co-Chairman—Lee Hafley

Auditor—George Wells

Members: Frank Arroyo, E. L. "Al" Baratto, Jim Dodge, Vern Fielder, Gus Limon, Art Nobre, Harold Cody and Honorary Member Jim Bramell

Reminder—Dues must be paid on a current basis in order to be eligible for Sick Benefits.

Steward's Corner

by Bob McAlister



COCA COLA STEWARDS—Left to right are Driver Steward Nick Brown, Chief Steward Bob West, Business Agent Steve Marinkovich, and Advance Salesman Steward Bruce Kenna.

The Stewards featured in this month's Stewards Corner are those at the Coca Cola Company.

Bob West

Local 70's Chief Steward at Coke is Bob West. Bob, a former member of Teamsters Local 848 in Los Angeles, has been a member of Local 70 for the past twelve years. He first served as Alternate Steward for two years, and has been Chief Steward for the past five.

Among Bob's hobbies are riding motorcycles, Indy-type car races, and camping.

Nick Brown

Local 70's Steward for drivers at Coke is Nick Brown.

Nick, a five-year member of our local union, has served as a Steward for the past year. He is the son of George Brown, himself a twenty-six-year member of Lo-

cal 70.

Nick and his wife, Stephanie, reside in Oakland.

Hobbies enjoyed by Nick are motorcycles, snow skiing, and fast cars.

Bruce Kenna

Another Local 70 Steward at Coke is Bruce Kenna, the Steward for Advanced Salesmen. A member of our Local Union for the past thirty-two years, he has served in that capacity during the last six of those years.

Bruce and his wife, Betty, make their home in San Lorenzo.

Bruce's leisure-time interests include most professional sports, and he has been an avid 49er fan for thirty years.

Business Agent Steve Marinkovich tells us that he appreciates the hard work of all the Coke Stewards, and that he enjoys a close working relationship with each of them.

CHANGE OF ADDRESS FOR HEALTH & WELFARE ADMINISTRATOR

It should be noted by members of Local 70 that the offices of Thomas P. Corcoran, Administrator, were moved some time ago from Walnut Creek to Concord, California. Following is their new address:

Thomas P. Corcoran, Administrator
2354 Stanwell Drive
P. O. Box 4026
Concord, California 94520

Please be sure to direct all claim forms, etc. to the above address; and if you still have forms bearing the old address, be sure to destroy them and request new ones.



Holiday G

*The officers, officials and staff of Local 70
their families a Merry Christmas*

Labor Parade

Local 70's 1,000 marchers top all locals; retirees there



AT CIVIC CENTER—More than 70,000 were there.

—Photo by Charley Wanbecke

Over 1,000 members of Teamsters Local 70 joined approximately 70,000 other labor union members last October 24 in a march up Market Street to Civic Center in San Francisco, and joined in a rally urging labor union members and the public to "Vote Labor for Jobs and Justice" last Election Day.

The participants listened to speeches by Teamsters International Secretary-Treasurer Ray Schoessling, AFL-CIO Executive Secretary Lane Kirkland, and International Longshoremen's & Warehousemen's leader Jim Herman. The speeches had a common theme . . . "Jobs, jobs, and jobs—Let's put America back to work."

Local 70 turnout tops

The overall turnout was 70,000-plus, and over 1,000 within Local 70 exceeded even the most optimistic predictions. It was indicative, however, of the strong opinions Bay Area Union members have concerning the econo-

my and the need to change things so that people can get back to work.

With 1,000 members marching, Local 70 had more members participating than any other local union. Members came from every craft. There was also a large contingent of unemployed members who are now working out of the Hiring Hall. Local 70's office staff, who belong to O.P.E.U. Local 29, also joined the Local 70 contingent for the parade and rally, as did many retired teamsters belonging to the East Bay Teamster Retirees Club.

Gomez, Randall praised

Led by their officers and officials, Local 70 members formed a colorful group. They waved Joint Council 7 pennants and wore Teamster hats. Several members also drove company equipment. Bobtail trucks and tractor-trailers were a part of Local 70's show. Local 70 President Jim Muniz described the turnout as "gratifying and an indication as to how strongly members feel about the current economic mess."

Business Agent Don Gomez and trustee Earl Randall were Local 70's parade coordinators. They commended the membership for their behavior and participation. We, likewise, commend Gomez and Randall for doing an outstanding job in a short period of time under difficult circumstances.

Teamster retirees were very visible at the recent Labor Parade and Rally in San Francisco.

The East Bay Teamsters Retiree Club, comprised of retirees from all Teamster Locals in the East Bay, showed up in force. With the exception of Warden Angelo Tofanelli who was unable to attend, their entire Executive Board marched with the Teamster contingent from Second and Howard streets to the Civic Center for the rally. The members of their Board are President Pete Joseph, Vice President Elward F. "Deke" DeCosta, Secretary Ray E. Blasquez, Treasurer George P. Rapp, Trustees Hollis M. "Holly" Barber, Henry J. "Hank" White and Mary Woodward, and Sergeant-at-Arms Joseph L. Garofolo. All stayed and enthusiastically participated in the rally.

150 involved

Vice President DeCosta said the retirees numbered approximately one hundred and fifty. Many of the old-timers recalled Labor Day parades of earlier years. Almost to the person, however, they shared the opinion that this parade and rally was the largest of any in which they had taken part. "Deke" also wished to extend thanks to Local 70 for the efficient job of coordinating the retirees' participation and providing transportation to San Francisco for them so that they could be included in this important Labor event.

Local 70 officials called the retiree participation outstanding. In the words of one official, "It shows that their hearts and souls are with the Labor movement, and retirement has only made them better Teamster members."

LOCAL 70

Executive Board

Secretary-Treasurer
Chuck Mack

President
James (Jimmy) Muniz

Recording Secretary
Joe Silva, Jr.

Vice President
Stan Botelho

Trustees

Art Soto

Earl Randall

Ron Rocha

Conductor, Mel Baptiste

Warden, Harold Marks

Business Agents

Dick Sarmiento
Bobby Freitas
Don Gomez

Jack Spratt
Dick Durossette
Marty Frates
Jack Sweeney, Jr.

Bud Pratt
Steve Marinkovich
Bob McAlister

Dispatchers

Noel Eben

Jim Manning

GIVE TO YOUR OWN CAUSE

Send a few bucks to:

DRIVE
Teamsters JC7
400 Alabama Street
San Francisco, CA 94110

Greetings

Local 70 want to wish all of our members and families a Merry Christmas and a Happy New Year.

Insurance

Lewis changes stance

WASHINGTON, D.C.—The Teamsters Union has asked the Transportation Secretary to stick with his original view favoring insurance mandates blanketing the motor carrier industry.

Secretary Drew Lewis recently announced his intention to withdraw an earlier recommendation that private motor carriers be included in the minimum insurance levels required by the Motor Carrier Act of 1980.

Williams objects

Teamster General President Roy L. Williams immediately wrote a letter to the Secretary of Transportation.

Williams suggested Lewis' original stance should remain unaltered "in light of the convincing case made by the motor carrier industry and insurance companies as well as the Teamsters Union."

Williams added: "To back away from this previously stated position would be a serious blow to the interest of highway safety."

No different

The Teamster position echoed the union's comments made two years ago to the Bureau of Motor Carrier Safety which then was devising insurance rules to implement the new Motor Carrier Act.

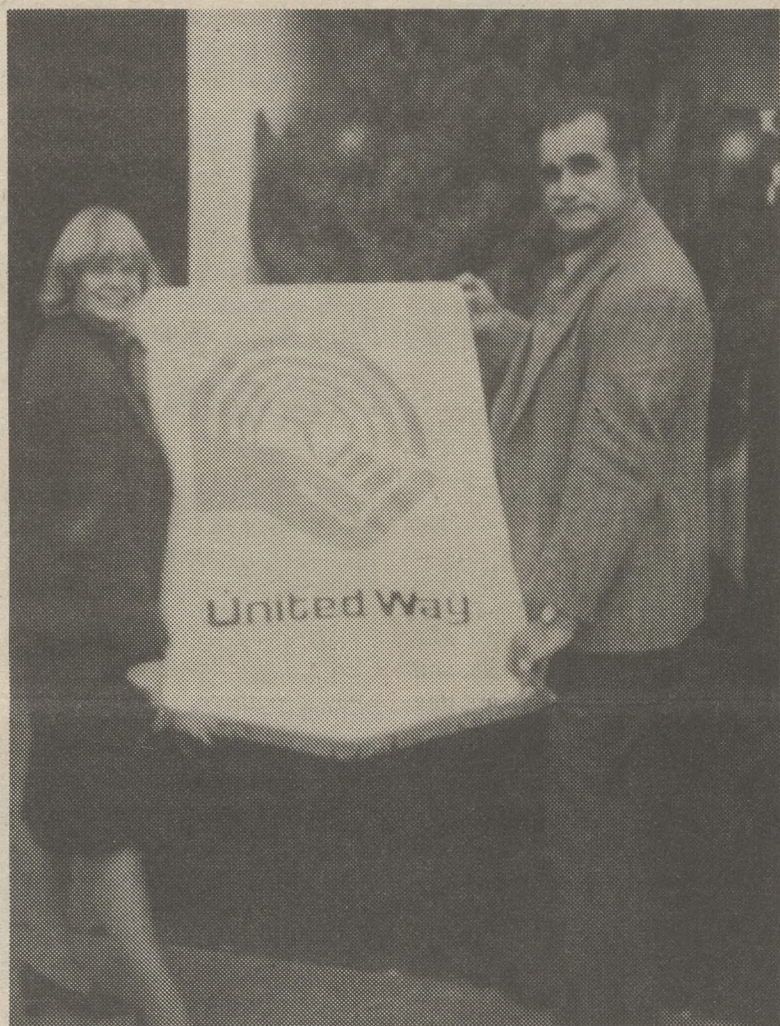
"The distinction between private and for-hire transport is illogical on its face," noted Teamster testimony. "A heavy commercial motor vehicle presents the same hazard to the general public regardless of its ownership."

Major corporations which maintain private fleets of trucks to handle their shipping always opposed the inclusion of their vehicles under any blanket insurance requirement. Their equipment currently is subject to the financial responsibility provisions of the law only when they are hauling hazardous materials.

Earlier position

At the time the insurance dis-

United Way Drive on



Holding a United Way banner above, are Gunilla Ramell and Local 70 Business Agent Steve Marinkovich.

Gunilla Ramell is employed by the Pacific Gas & Electric Company, but is presently on loan by that company to United Way. She is United Way's five-Bay Area Counties Fund-raising Chairperson. She travels throughout the five Bay Area counties for that

cussion was taking place, Secretary Lewis declared in a report to Congress that the Transportation Department was in agreement with broadening the insurance requirements to cover all private as well as all public carriage.

Lewis said then: "To exclude a large segment of the industry from this regulation dramatically and negatively affects the protection afforded the public. . . . The exclusion of private carriage of property (non-hazardous) creates an inconsistency in the Depart-

organization.

Gunilla recently made a presentation to our members employed at Coca Cola in Oakland. One of the points she brought up was that all monies donated to United Way in the Bay Area will be used here in the area. Another was that any donations made can be designated for any specific charity of the donor's choice.

ment's overall safety program."

Lewis switches

Lewis added: "It is recommended that (the law) be amended to include the private carriage of property—non-hazardous—in interstate or foreign commerce."

Now Secretary Lewis has withdrawn that recommendation, in effect returning the Department of Transportation to a policy of inconsistency in terms of public safety on the nation's highways.

Copies of Williams' letter to Lewis were sent to the chairmen of the appropriate transportation committees in both the Senate and the House of Representatives.

**Help fight back
Give to DRIVE**



Secretary Treasurer's Report

In the last month, we have concluded negotiations and ratified agreements with Sea-Land, Ohio Medical, the Industrial Employers and Distributors Association, and Airco. The I.E.D.A. contract covers a number of proprietary houses within our jurisdiction. All the agreements, with the exception of Sea-Land, were concluded without a strike. They all provide economic increases and hold the line on employer requests to take away conditions. The Sea-Land strike occurred after it became obvious this company would not budge on some of their proposed take-aways. Money was not the important issue; rather job security was of prime concern. The final agreement, concluded after a short strike, provides the job security Local 70 requested. It also obligates the employer to add additional people to its seniority roster.

Chain Store Strike Averted

The Butchers Union in both Southern and Northern California, and Teamsters in Southern California, reached a last minute agreement with the Food Employers Council which averted a statewide strike of major food stores. At the request of Joint Council 42 President, Mike Reilly, I attended the negotiations in Southern California to (1) demonstrate solidarity with their efforts to reach a fair agreement, and (2) create added pressure to bring about a settlement. After hard bargaining, a contract rejection, a strike vote, and a second improved employer offer, agreement was reached and the contract ratified overwhelmingly by both the North and South.

The Teamsters in Northern California, and we in Local 70, have many, many members who could have been impacted by a strike. When the livelihood of these members is affected, it necessitates our involvement. We are glad the matter was resolved without a strike. In last month's *Northern California Teamster* paper, President Jim Muniz wrote a letter to Alpha Beta advising that firm that we could not do business with them because of their non-union store in San Leandro which is being picketed by the Retail Clerks. The clerks have advised us they have settled with Alpha Beta in San Leandro and the store will be a union operation. We want to express our appreciation to our members who supported the clerks in this dispute. It demonstrates conclusively that by working together, Labor cannot be defeated.

Delta-McLean

The Change of Operations Committee at the Joint Western Grievances in San Diego disregarded the arguments of Local 70 and thirty other local unions involved, and found that the Delta-McLean Change was a partial closing of terminals rather than, as we argued, a merger. As a result, they did not dovetail the active seniority roster of the two companies. We believe the committee was wrong and that there could not have been a clearer merger of companies. The danger with the decision is the precedent it establishes. There can be no question that other companies will attempt to rely on the Delta-McLean decision to support their arguments for proposed changes. They, likewise, will be looking to terminate an older work force for a younger one and reduce their overall vacation liabilities. We will continue to fight such proposals that ignore the agreement and what is morally right.

The Joint Western produced some victories and a few defeats. The C.M.E. contract issue regarding night shift premium for the one p.m. start was ruled in favor of the Union and all hours after 5 p.m. are to be paid at the night shift premium. In another case, the Committee held that when a company with a Truckload Agreement has a grievance filed against it, that grievance will be heard by the Truck Load Grievance Committee rather than the Central Valley Committee. Up until this decision, Truckload cases had been referred to the Valley Committee where they were heard and Joint Council 7 had no representation on that committee. In the future, the Truck Load Committee will hear such cases and Joint Council 7 will have a representative sitting as a panel member.

Strike at U.P.S.?

As this edition of the Local 70 News goes to press, we are involved in a major contract dispute with United Parcel Service. Even though the company signed an agreement providing for Maintenance of Benefits for health and welfare, they are refusing to pay the increases as necessary to maintain health care coverage for our members. Local 70

San Francisco Chronicle article

Business headaches due to "dumb management"

(The following article recently appeared in the San Francisco Chronicle Business Section. It was written by Milton Moskowitz in his "Money Tree" column, and is appropriate in these economic times.)

It's somewhat surprising to see it appear in the Business Section, but apparently even Business is becoming aware that labor unions and the workers are not the real cause of its problems. It was titled, "Productivity and Management Myth.")

Many of the biggest companies in America are no longer the sources of employment they once were.

Pan American World Airways had more than 40,000 persons on its payroll at the start of the 1970s. It's now down to 30,000—and it plans to lop off another 5000 by the end of the year.

International Harvester used

to have more than 100,000 employees around the world. It's now below 65,000.

U.S. Steel has 140,000 employees, down sharply from the 200,000 formerly on the rolls.

Litton Industries, one of the earliest conglomerates, has cut back from 118,000 to 76,000 employees.

Firestone Tire once had jobs for 105,000 persons. Today, it employs 73,000.

Labor unions negotiating on behalf of their members are painfully aware of these job reductions. They realize that companies are coming to the bargaining table with the threat to shut down plants if employees ask for more money.

But it's clear, in the cases cited above and in many others, that the reason the companies are doing poorly is not because they have too many employees or be-

cause they have lazy employees who won't work. They're suffering because of dumb management.

It wasn't Pan Am employees who decided to buy National Airlines. It wasn't Litton employees who bid badly on shipbuilding contracts and went on mindless searches for companies to acquire. It wasn't Firestone factory workers in Akron who decided to stick with bias-belted tires in the face of evidence indicating the superior performance of radials.

In the end, though, workers bear the brunt of these management failures. They lose their jobs.

Ten years ago, in a statement that appeared in the Akron Beacon-Journal, Peter C. Bommarito, then president of the United Rubber Workers, termed the stubbornness of the U.S. tire makers in resisting radials "the

greatest financial faux pas in the history of the rubber industry."

Bommarito was right. Michelin, a French company, came along and beat Firestone to a pulp. Bommarito said in 1972: "Please, gentlemen, the workers in your plants should not be blamed for your errors in judgment."

They weren't blamed. They just lost their jobs. No passenger car tires are being made anymore in Akron.

For years, while these dumb mistakes were being made in the executive suites, companies were urging their employees to work harder to improve productivity and propagandizing them with arguments for free enterprise.

One of the best comments I have ever seen in these employee communications programs was made a couple of weeks ago by Larry Ragan, publisher of the

Ragan Report, a newsletter that goes to many companies. Ragan said:

"I have never run into an employee who has been excited with the question: 'What is a fair rate of profit my company should be earning?' Nor have I ever encountered an employee who, learning that the company's profit is 6.5 percent, has said, 'Wow, think of that; and all this time I thought it was 25 percent...'

"To ask workers to produce better or more is to imply blame—blame upon them for not working harder; and no matter how clever the message, no matter how bright the headlines, no matter how coordinated the audio visuals and the films and the cute posters posted in the plant, the program won't wash because it shifts responsibility from management to workers—and that's not where it belongs."

The lame-duck Congress

The emphasis must be on jobs

Working people, and especially IBT members, are going to have to do more to help turn the nation around.

Congress was scheduled to go back to work in a lame-duck session at the end of November. It had a lot of unfinished business in terms of appropriations bills and other items.

But the return of Congress represented an opportunity and a danger. The opportunity is that it will move quickly to create jobs; the danger is that Congress instead will start hacking away at Social Security.

Pressure needed

We must keep the focus on jobs. If Congress feels pressure from the grass roots, then it may take up proposals to put people back to work. Remember, there are about 16 million people who are out of work, have stopped looking for jobs, or have been forced on part-time.

Much of the legislation has been through hearings, or has been approved already by one

house or has been passed and vetoed. So there would be no legislative delays. But it would take a tremendous push by the people to get action.

A \$1 billion funding bill to put more than 200,000 hardcore unemployed back to work would involve repair and maintenance of deteriorating facilities such as roads, bridges, water systems and school security systems.

Another funding bill for housing would have lowered interest rates for 200,000 home mortgages and created 480,000 jobs. This program was passed, but was vetoed. Still another bill would order the Secretary of Defense to continue a test program of steering contracts to areas of high unemployment; this got halfway through Congress.

Still other proposals are ready to go: to restore funds for transportation and education; unemployment compensation and food stamps for those in need.

Congress must act

If Congress acts, then these

programs will create jobs and put billions of dollars in purchasing power in the hand of people who will use it to pay their bills and buy homes, cars, medical care and clothing. And that will put millions of other people back to work.

Social Security would become a political football in the lame-duck session. Instead of stimulating the economy, which would greatly increase revenues going into Social Security, there are some politicians who think the time is ripe to slash benefits, raise the retirement age—or even dismantle Social Security.

So IBT members should be alert and ready to act. If Congress gets going on jobs, it will help all the working people of America and also make Social Security stronger. That's the way to go.

—Teamsters News Service

Collective Bargaining course

We have been advised by Chabot College that they are offering a course in Collective Bargaining this winter.

Following are the particulars for any interested parties:

CHABOT COLLEGE — HAYWARD CAMPUS

25555 Hesperian Boulevard Hayward, CA 94545

Labor Studies 3: Collective Bargaining (3 units).

Tuesdays—7 to 10 p.m.—No prerequisites.

Begins January 4, 1983.

Call (415) 786-6700 for registration information.

Fringes

(from Page A)

firm paid \$6,627 per worker—or 37.3 percent of total payroll costs—for fringe benefits in 1981. That is an overall increase of less than 9 percent from 1980 when \$6,084 in fringes amounted to 37.1 percent

Over the longer run, the growth of fringe benefits has been more pronounced. Between 1971 and 1981, according to Chamber of Commerce surveys, the proportion of payroll costs going for employee benefits jumped by 21 percent.

Growth down

As the decade of the '70s came to a close, growth slowed to less than 1 percentage point per year. Since then, yearly growth has been one quarter of a percentage point per year.

Traditionally, the cost of fringe benefits has been pushed higher by rising prices for long-established benefits, plus the addition of new ones. But with inflation now decelerating and many workers restraining wage and benefit demands to help curb layoffs, the upward pressure is subsiding.

Government-required benefits, such as Social Security, unemployment insurance and workers' compensation, account for \$1,609 of the average fringe package.

More than a third—\$2,260 per worker—went into pension plans, life and health insurance, meals, employee discounts and other sundry items such as moving expenses and severance pay.

Paid time off—vacations, holidays and sick leave—cost employers \$1,779 per worker. Other benefits, such as profit sharing, bonuses, break periods and travel time, add up to \$979 a year.

—U.S. News & World Report

Dance

(from Page A)

vidual efforts, special thanks are also extended to the following:

Committeeman Frank Arroyo, the cook, and his assistants in the kitchen—Mrs. Jim Dodge and Committeeman Harold Cody;

Bartending Committeemen Lee Hafley and Jim Dodge, with member Bill Walsh assisting, as well as George Wells and Gus Limon who also participated;

Mrs. Frank Arroyo and daughter Denise, who conducted the sale of drink tickets; and Shawn Arroyo who handled the cloakroom.

Good, all-around music was supplied by the "Nob Hill Sound," with everyone applauding the group's efforts.

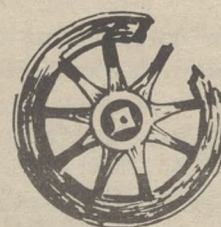
This get-together was enjoyed by all. Be sure to make the next one.

In conclusion, all monies required to finance this event were advanced by the Committee, thereby keeping the Sick Fund reserves intact.

Your Sick Benefit Fund Committee extends Happy Holidays to all!

Buy Union

In Memoriam



HAGAN, HENRY A., October 24
MENDOES, LOUIS, October 1
MINKS, ARCHIE D., October 5
PAVAO, HERMAN, October 12
THOMAS, LYLE W., October 23
WILSON, RONALD D., October 6

Mack

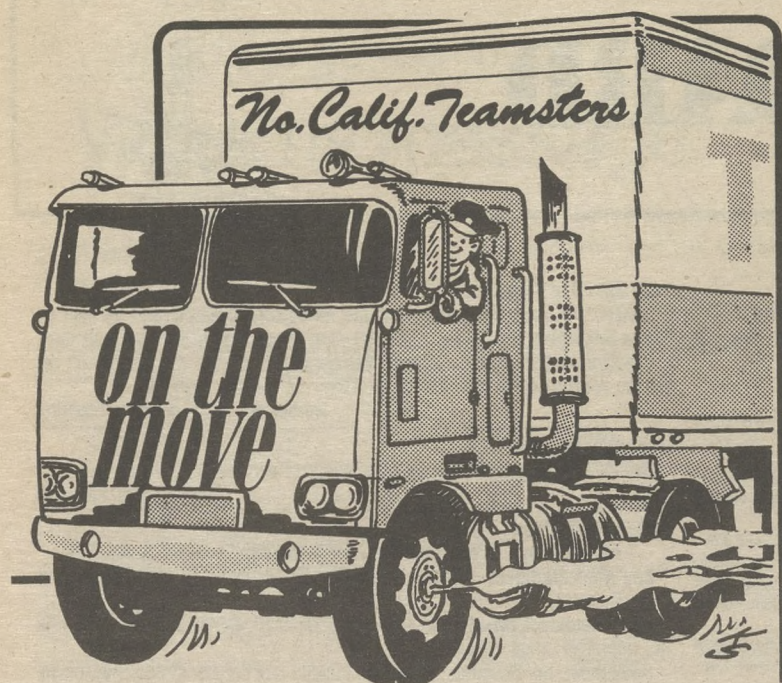
(from Page C)

has sent the employer a five-day "Tie-Up" notice, advising them we would close their operation if they failed to make the necessary payments to continue our members' health and welfare.

Short Notes

Local 70's strike continues this month at Familian Pipe and Supply and Spring Air Mattress—both located in Hayward. The Picketing Program is being used to assist the employees of both companies... the Labor Parade and Rally in San Francisco was successful beyond our expectations. Thank you to the many Local 70 members who participated. Our Union had more members than any other... Jack Spratt advises he signed Pacific Coast Roofing Company to a collective bargaining contract.

May I extend to our members and their families our best wishes for a joyous holiday season.



Part-time driver attempt rebuffed

An attempt by the San Mateo Times to schedule part-time driver employees to do the swing jobs done by full-time employees was turned down by Arbitrator Robert Burns, San Francisco Local 921 Business Representative **Dominic Remaro** has reported.

The historic decision for the newspaper industry in this area also ordered the newspaper to pay more than \$10,000 in wages and benefits to four of the Local's members who were on stand-by. They are: **Bill Salter, Mike Brown, Larrett O'Bannion, and Richard Rodriguez.**

Remaro, assigned to handle the dispute by Secretary-Treasurer **Vic Grupico** back in July, 1981, was assisted by Attorney **Ken Silbert** of Beeson, Tayer, and Silbert.

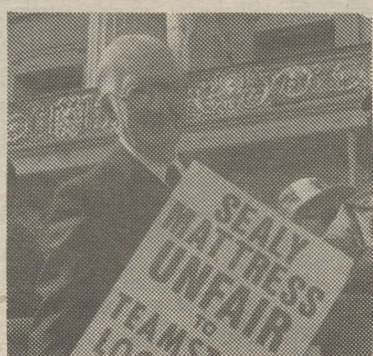


LEFT TO RIGHT: Local 921 Secretary-Treasurer Vic Grupico, Bill Salter, Mike Brown, Larrett O'Bannion, Richard Rodriguez, and Business Agent Dominic Remaro.

Also at Local 921, member **Michael Lynch** recently received \$5,376 and member **Tom Hutchins** \$2,600 in back pay from the San Francisco Newspaper Agency and were returned to their jobs for unjust termination of employment. Their grievances were successfully handled by Business Agent **Michael Killeen** who was assigned to the matter by Secretary-Treasurer Vic Grupico.

Liquor salesmen retirees luncheon

A luncheon for retirees of Oakland Local 853's Liquor and Wine Sales Division will be held at 11:30 a.m. Wednesday, December 15, at Antonio's Restaurant, 10423 E. 14th Street, Oakland, Business Representative **Leon Fasso** announced. Luncheon tickets are \$10 per person. Further information can be obtained by calling the Local at (415) 562-1091.



BY THE WAY, LANE—At the recent Labor Parade and Rally in San Francisco, which drew more than 70,000 marchers, AFL-CIO President **Lane Kirkland** (left) joined IBT International Secretary-Treasurer **Ray Schoessling** (center) in urging consumer boycotting of Sealy mattress products. Teamster Local 315 is carrying out informational

Estes thanks parade participants

President **John Estes** of San Francisco Teamsters Local 85 writes regarding the recent successful Labor Parade: "I personally want to thank all Local 85 members who participated in the parade, with a special mention of **Rich Reyes, Mike Thelen, Trustee Al Ricardo, Tony Accurso** who headed the Poster Committee, and retired Dispatcher **Al Villareal**, President of the San Francisco Horsemen's Association, and the Association mounted posse of which Local 85 members and families form 80 percent."



HEIGH-HO, SILVER! San Francisco Local 85's mounted posse group was a Labor Parade highlight.

ELECTIONS

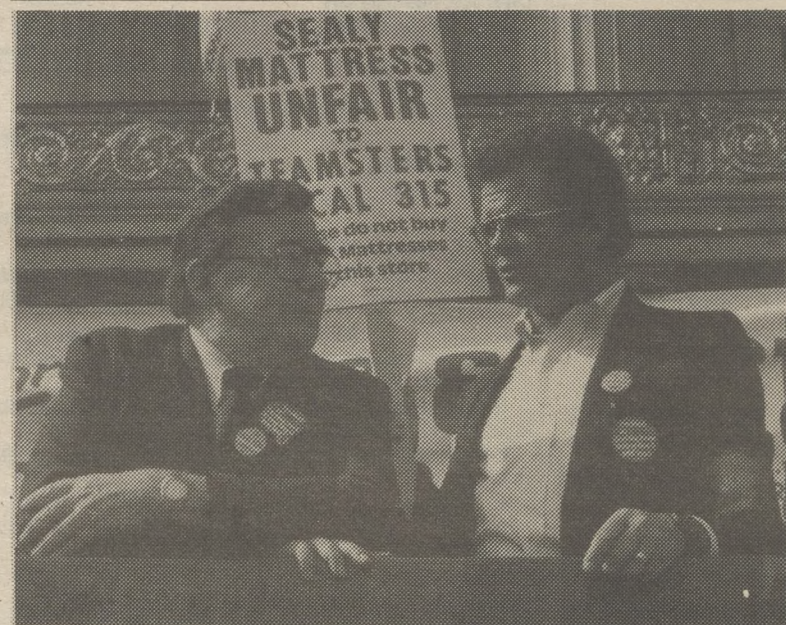
A white ballot was cast for all the incumbent officers of Oakland Newspaper, Magazine and Periodical Circulators and Drivers Local 96 at their Nomination meeting held November 6.

Re-elected for a three-year term of office beginning January 1, 1983, were President and Business Representative **Elton Bovey**, Vice President **Michael Luihn**, Secretary-Treasurer **Stan Koevary**, Recording Secretary **Ollie Blankenship**, and Trustees **Charlie Clark, James Young, and David Chapman.**

All incumbent members of San Francisco Bakery Wagon Drivers and Salesmen Local 484 Executive Board have been re-elected on a white ballot. Starting a new three-year term January 1 will be Recording Secretary-Business Agent **Joseph J. Ault**, President **Patrick O'Leary**, Vice President **Melvin C. Oliver**, Secretary-Treasurer **William H. Magidson**, Trustees **Enrico Bertini, John R. Hyland, Aleck Calfas**, and Assistant Business Agents **Robert J. Linda and Lloyd Wilkinson.**

Elected to new three-year terms at Oakland Retail Delivery Drivers, Driver Salesmen, Produce Workers and Helpers Local 588, also on a white ballot, were Secretary-Treasurer **Fred Paredes**, President **LeRoy A. Salido**, Vice President **Edward E. Walling**, Recording Secretary **Jack Rodriguez**, and Trustees **Isaac Dutton, Michael Thomas, and Carnell Jackson.**

President **LeRoy Salido** also reported the organization of employees at the Food 4 Less discount grocery store in San Leandro. The new employee members ratified the negotiated contract by a unanimous vote last month.



picketing of retail stores in a campaign to have seven members, who were locked out and replaced by scabs, reinstated to their driver jobs. In photo on the right, there is some speculation at Local 315 that Joint Council 7 President **Chuck Mack** may have been asking Kirkland, "Why are your furniture workers crossing our picket lines?"

Begins Jan. 1 Special notice to retirees

Effective January 1, 1983, retirees may have Federal Income Tax payment withheld from their pension checks, if they desire, the Western Conference of Teamsters Pension Trust Fund announced.

The withholding provision is the result of a tax law change approved by Congress last August 19 and signed into law by President Reagan.

Pensioners receiving **\$450 or more** monthly should have been notified by now of the new law and requested to return a form indicating whether or not they want tax payments withheld. Under the provisions of the law, taxes will automatically be withheld unless the retiree has elected otherwise in writing.

Pensioners receiving **less than \$450** monthly need not return the form unless they want withholding deductions. If they do not return the forms, no withholding will occur.

Copies of the form can be obtained from:

Western Conference of Teamsters
Pension Trust Fund
433 Airport Blvd., Suite 111
Burlingame, CA 94010
The telephone number is: (415) 342-8411

New Labor Classes start in S.F. Feb. 7

Spring classes in the Labor Studies Program at San Francisco Community College will start next February 7, Program Coordinator **Sue Cobble** has announced.

Two new classes for trade unionists have been added to the program. One is titled "Rights and Discrimination in the Workplace," and the other, in the "Communications for Labor Leadership" course, deals with activating union members to build and strengthen their union.

No charge

Classes are free, open to all, and can be taken for college credit. They are given at three different locations, two of them downtown, in the city.

Course information and enrollment applications can be obtained by writing to the Labor Studies Program, 33 Gough Street, San Francisco, CA 94103, or calling (415) 239-3090.



BULLETIN BOARD



Meetings and Notices

NOMINATIONS, ELECTIONS INTERNATIONAL CONSTITUTION

Adopted June 1981

The following applies to all nominations and elections in Teamster Locals:
To be eligible to nominate, a member must have his or her dues paid up on the last business day of the month prior to the nominating meeting. Article X, Section 5(c).

To be eligible for any office, a member must be in continuous good standing in the Local of which he or she is seeking office for a period of twenty-four (24) consecutive months prior to nomination for said office. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning payment of dues for a period of twenty-four (24) consecutive months together with no interruptions in active membership in the Local in which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Article II, Section 4(a)(1).

A local may in its bylaws require that, to be eligible for election to any office in the Local, a member must have attended a minimum number of regular or divisional meetings of the Local, but not to exceed fifty percent (50%) during the twenty-four (24) consecutive months prior to nomination. Article II, Section 4(a)(2). (Not all Locals apply an attendance requirement. Check with your Local if you have any questions about attendance requirement.)

Elected officers of the International, Local and other subordinate bodies shall be delegates to other subordinate bodies, International conventions, and all other conventions by virtue of their office and in accord with the applicable provisions of the International Constitution and the bylaws of such other subordinate bodies. Article II, Section 4(g).

All officers and business agents elected in accord with Article XXII (governing Local elections) shall by virtue of such election be delegates to any International convention which may take place during their term of office. Article III, Section 5(a)(1).

Locals having scheduled nominations and elections are indicated below. Also listed for each Local is any special regulation regarding nominations, eligibility, or election. Check with your Local if you have any questions regarding its requirements.

Joint Council 7

EXECUTIVE BOARD

CHUCK MACK President
VINCE ALOISE Vice-President
RALPH TORRISI Secretary-Treasurer
AL COSTA Recording Secretary
ROBERT MORALES Trustee
BEN LEAL Trustee
HERBERT SUVACO Trustee

The January meeting of Joint Council 7 delegates will be held on Tuesday, January 4. The February meeting of the delegates will be held on Tuesday, February 1.

Both meetings will be held at 399 Fremont Street, San Francisco, at 8 p.m.

Chuck Mack, President

MONTHLY GENERAL MEMBERSHIP MEETINGS OF THE FOLLOWING LOCALS
WILL BE HELD AS INDICATED:

Local 70, Oakland
Fourth Thursday, at 8 p.m., at 70 Hegenberger Road, Oakland.
Chuck Mack, Secretary-Treasurer

Local 78, Oakland
Fourth Monday, at 8 p.m., at 8055 Collins Drive, Oakland.
Stephen Mack, Secretary-Treasurer

Local 85, San Francisco.
First Thursday, at 8 p.m., at the Sailor's Union Hall, 450 Harrison Street, San Francisco.
James Baker, Recording Secretary

Local 96, Oakland
Second Sunday, at 2 p.m., at 8055 Collins Drive, Oakland.
Elton Bovey, President

Local 216, South San Francisco
Second Wednesday, at 8 p.m., Santo Cristo Hall, 41 Oak Street, South San Francisco.
Dallas G. Allen, Secretary-Treasurer

Local 265, San Francisco
Second Tuesday, at 8 p.m., 337 Valencia Street, San Francisco.
F. Thomas Richey, Secretary-Treasurer

Local 278, San Francisco
Third Tuesday, at 8 p.m., 399 Fremont Street, San Francisco.

IMPORTANT NOTICE

Election of Officers will be held on Tuesday, December 21, 1982, at Teamster 278 Hall, 4752 Mission Street, Suite 101, San Francisco. Polls will be open from 7 a.m. to 9 p.m.

To be eligible to vote, a member must have his/her dues paid through the month of November, 1982.

Copies of rules governing elections are available at the Union Office.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose
Second Tuesday, at 8 p.m., at 1452 North 4th Street, San Jose.
Robert J. Spisak, Secretary-Treasurer

Local 296, San Jose
No more General Membership meetings are scheduled for 1982. Our meetings will resume in January, 1983, on the fourth Thursday of every month, at 8 p.m., at 3275 Stevens Creek Blvd., San Jose.
Ralph J. Torrisi, Secretary-Treasurer

Local 302, Oakland
Third Tuesday, at 8 p.m., at Labor Temple, 2315 Valdez Street, Oakland.
Daniel J. Sullivan, Secretary-Treasurer

Local 315, Martinez
Second Wednesday, at 8 p.m., at 2727 Alhambra Avenue, Martinez.
Vince Aloise, Secretary-Treasurer

TO ALL MEMBERS OF LOCAL 315

A By-Laws amendment was to be introduced and read at the regular meeting of Teamsters Local 315, being held on December 8, 1982. The second reading of this amendment will be held at a special meeting on December 22nd at 8 p.m. in the Martinez Hall.

The third reading and vote will be held on January 12, 1983 in the Martinez Hall at 8 p.m. This By-Laws amendment, effective February 1, 1983, will require all Local 315 members to pay an assessment of **one month's** regular dues. Each member must pay this assessment within ninety (90) days of the effective date of the amendment. This assessment expires December 31, 1983.

Teamsters Local 315 Executive Board

Local 350, San Francisco
Quarterly General Membership meetings are held in December, March, June and September.

San Francisco District Meeting: Thursday, December 9, at 7 p.m., Electrician's Hall, 55 Fillmore Street, San Francisco.

San Jose District Meeting: Wednesday, December 22, at 7 p.m., at 1452 North Fourth Street, San Jose.

Robert Morales, Secretary-Treasurer

Local 432, Oakland
December Quarterly General Membership meeting will be held on Tuesday, December 14, at 8 p.m., at 8055 Collins Drive, Oakland.
Paul Vinella, Secretary-Treasurer

Local 468, Oakland
December General Membership meeting will be held on Monday, December 27, at 10 a.m.

January General Membership meeting will be held on Sunday, January 30, at 10 a.m.

February General Membership meeting will be held on Monday, February 28, at 10 a.m.

All meetings are held at Teamsters Local 853's Hall, 8055 Collins Drive, Oakland.

Ernest N. Freitas, Secretary-Treasurer

Local 484, San Francisco
Please note change—December Quarterly General Membership meeting will be held on Tuesday, December 14, at **450 Harrison Street**, San Francisco, at 7 p.m.
Joseph J. Ault, Recording Secretary

Local 490, Vallejo
Second Tuesday, at 8 p.m., at 445 Nebraska Street, Vallejo.
Casey Sawyer, Secretary-Treasurer

Local 576, Santa Clara
Third Wednesday, at 8 p.m., at 1452 North Fourth Street, San Jose.
Louis D. Riga, Secretary-Treasurer

Local 588, Oakland
Third Thursday, at 8 p.m., at 722 E. 14th Street, Oakland.

NOTICE OF DUES INCREASE

By membership vote at General Membership Meeting held Thursday, September 17, 1981, minimum dues will be increased, effective October 1, 1982, from \$16 to \$17. All other dues will be increased base rate according to classifications to equal two (2) times the hourly wage, but not to exceed more than a \$2 increase.

NOTICE

The offices of Local 588 will be closed on Friday, December 31, 1982, in observance of the New Year Holiday. Please note that the last business day of the month is Thursday, December 30, 1982.

Local 588 Executive Board
Fred Paredes, Secretary-Treasurer

Local 624, Novato
Third Tuesday, at 2 p.m. and 8 p.m., at 864 Grant Avenue, Novato.
William Hampton, Secretary-Treasurer

Local 655, Redwood City
Third Tuesday, at 7:30 p.m., at 1749 Broadway, Redwood City.
Ken Hill, Secretary-Treasurer

Local 665, Daly City
Fourth Monday, at 8 p.m., 6540 Mission Street, Daly City.
David E. Powell, Secretary-Treasurer

Local 853, Oakland
Second Thursday, at 8 p.m., 8055 Collins Drive, Oakland.
Al Costa, Secretary-Treasurer

Local 856, San Francisco
December General Membership meeting will be held on Tuesday, December 28, at 8 p.m., at Teamsters Local 70 Meeting Hall, 8055 Collins Drive, Oakland.

MEMBERSHIP MEETINGS FOR 1983

Unless otherwise indicated, meetings are held the last Tuesday of each month at 8:00 p.m. at the following locations:

East Bay: Teamster Local 853, 8055 Collins Drive, Oakland (off Hegenberger Road near the Nimitz Freeway—behind Denny's).

West Bay: Grosvenor Airport Inn, 380 South Airport Blvd., South San Francisco (off 101).

Date	Place
January 25	So. San Francisco
February 22	Oakland
March 29	So. San Francisco
April 26	Oakland
May 31	So. San Francisco
June, July & August	Meetings suspended during summer months
September 27	Oakland
October 25	So. San Francisco
November (Thanksgiving Raffle Meeting)	Date and location to be set
December 27	So. San Francisco

Ben Leal, Secretary-Treasurer

Local 860, San Francisco
General Membership meeting for the month of December will be held on **Friday, December 10**, at 6 p.m., at 459 Fulton Street, Room 200, San Francisco. Effective January, 1983, General Membership meetings will resume on the Second Wednesday of each month, at 6 p.m., at the same location.
Herbert Suvaco, Secretary-Treasurer

Local 890, Salinas
Second Thursday, at 8 p.m., at 207 Sanborn Road, Salinas.
Edward Gay, President

Local 896, Oakland
Attention Branch No. 1 members of Teamsters Local Union No. 896
Bay Area Members: Sunday, December 12, at 9:30 a.m., at 8055 Collins Drive, Oakland.

Anheuser Busch Members: Sunday, December 19, at 9:30 a.m., at Local 490, 445 Nebraska Street, Vallejo.
Remember, the December meetings include our big Christmas Drawing for prizes.
Douglas Batz, Recording Secretary

Local 912, Watsonville
General Membership meetings are held as follows at 163 West Lake Avenue, Watsonville:

Heavy Duty & Sales: Third Wednesday at 8 p.m.

Frozen Food & Cannery Apples: Fourth Tuesday at 8 p.m.

NOTICE OF ELECTION OF OFFICERS AND BUSINESS AGENTS

Election for officers and business agents for a three year term will be by mail referendum. Ballots will be mailed December 2 to each member at his/her address on file with the Union. Instructions for marking and returning the ballots will be included with the ballots. Ballots will be picked up from the Postal Service at 9 a.m., on December 22, and counting will begin immediately.

To be eligible to be a candidate for any office, a member must have been in continuous good standing in the Local Union for a period of Twenty-four (24) consecutive months prior to the month of nomination, together with no interruptions in active membership in the Local Union because of suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.

Additional eligibility requirements and rules governing the election procedures are contained in Article II, Section 4 and Article XXII, and Section 4 of the International Constitution and Article XIX of the Local Union By-Laws.

All officers and business agents elected shall by virtue of such election be delegates to any International Convention which may take place during their term of office, and shall be delegates to other organizations with which the Union is affiliated. See Article III, Section 5(a)(1) and Article XXII of the International Constitution.

Richard F. King, Secretary-Treasurer

Local 921, San Francisco
Fourth Wednesday, at the Sailors Union of the Pacific Hall, 450 Harrison Street, San Francisco. **Day Employees:** 1 p.m. **Night Employees:** 8:30 p.m.

Members failing to attend one of these meetings will be subject to a fine of not less than \$5. No excuses will be accepted for non-attendance except due to working, vacation or illness, and unless they are received prior to date of meeting.

Victor Grupico, Secretary-Treasurer

Local 960, San Francisco
Third Tuesday, at 8 p.m., at 337 Valencia Street, Room 31, San Francisco.
Rudy Ortega, Secretary-Treasurer

Local 980, Santa Rosa
Fourth Tuesday, at 8 p.m., Veterans Memorial Bldg., 1351 Maple Avenue, North Room 30, Santa Rosa.

Al Andrade, Secretary-Treasurer

JOINT COUNCIL 38

Local 94, Visalia
Second Thursday, at 8 p.m., Visalia Memorial Bldg., 609 West Center Street, Visalia.
Everett Hupp, Secretary-Treasurer

Local 439, Stockton
Third Wednesday, at 8 p.m., at the Union Hall, 1531 E. Fremont Street, Stockton.

Ace C. Hatten, President
Robert D. Plummer, Secretary-Treasurer

Local 857, Sacramento
General Membership meetings are held on the first Friday of every month, at 8 p.m. at 1930 "G" Street, Sacramento.

Alex Luscutoff, Secretary-Treasurer

SPECIAL NOTICE

General Teamsters Local 439

Art Hardy Memorial Scholarship

Applications for The Art Hardy Scholarship will be available in January, 1983, at the Union office, 1531 E. Fremont Street, Stockton.

As all applications must be received before February 15, 1983, we urge all interested parents or guardians to obtain application blanks as soon as possible in January.

Fraternally yours,

Ace C. Hatten, President

Bob Plummer, Secretary-Treasurer

"... ready to go toe-to-toe"

Williams message

General President Roy L. Williams sent the following message of greetings to Joint Council 7 President Chuck Mack and the Council delegates on the Council's 75th Anniversary:

It's a pleasure to greet you as you enter your 75th Anniversary Seminar for the first time under the direction of your able President, Chuck Mack, Secretary-Treasurer Ralph Torrisi, and the rest of the Joint Council No. 7 executive board.

Chuck is no stranger to me, nor was Rudy Tham, his predecessor, both of them having carved places for themselves through aggressive, militant representation of Teamsters under the National Master Freight Agreement and in other crafts in the Bay Area.

I know, too, that your Joint Council is an aware and extremely politically active body, as Teamsters need to be in these days, when legislators are taking back with pen strokes, the amendments and legislation we worked years to set into place to protect our membership.

Joint Council No. 7 has never been shy in proclaiming its determination to be a voice for change in California, and I heartily applaud that.

We all know that times have been tough for unions and the workers they represent. We hope they'll grow somewhat better as the result of the new legislators we just sent to Capitol Hill as the result of the Teamsters' growing concern in the political arena. But until the horizon lightens, we at headquarters, as you will be in California, I know, will remain vigilant against any erosion of our rights. We stand ready to go toe-to-toe with anyone who would deny workers their right to a fair and equitable wage, adequate benefits, protections in the workplace or a pension in their old age.

I ask you to continue supporting us in our efforts and to continue your own endeavors as a courageous defender of workers. Together, we can accomplish much. Then, better times truly will be ahead.

Fraternally yours,
Roy L. Williams
General President

*The officers and staff of
Teamsters Joint Council 7
wish you and your's
a Merry Christmas,
a Happy Hanukkah,
and a Happy New Year*



MY DADDY'S A TEAMO—Angelina, 3½, and Vanessa Barsi, 2, were ready for the recent Labor Parade in San Francisco. Their daddy is Dave Barsi, a long-time Local 85 member and Shop Steward at Blake, Moffitt & Towne Paper Company. And their granddaddy, "Duke" Barsi, is also a Local 85 member employed at the same firm. Angelina and Vanessa rode with their mother, Christine, in the paper company's truck with the Local 85 contingent.

A credit to the Union

Harold Gibbons dead at 72

Harold J. Gibbons, one of the Teamsters Union "greats," died November 17 in a Los Angeles Hospital, after suffering a heart attack. He was 72.

Gibbons, a native of St. Louis, Missouri, had been an International Vice President for more than 25 years and was Second International Vice President at the time of his death. He became one of his native city's outstanding citizens and civic leaders.

Williams tribute

The IBT General Executive Board members expressed their heartfelt sorrow at the loss of Gibbons to his family and all Teamsters whose lives have been enriched by the service of this great leader for nearly a half century.

"Teamsters have lost not only a great labor leader who has fought hard over the years for working men and women everywhere, but also a great friend who sincerely cared about people and their problems," said Teamsters General President Roy L. Williams, on hearing of Gibbons' death.

NLRB: Company must bargain with union

"Union decertification may become tougher under an NLRB ruling," the November 16 *Wall Street Journal* reported.

The *Journal* article said:

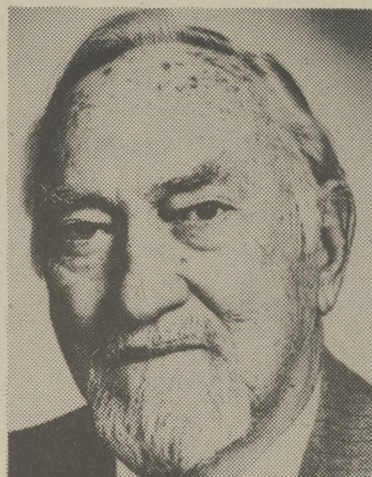
"The labor board, reversing an earlier ruling, says to preserve neutrality, a company must bargain with a union even if a petition has been filed to decertify the union. Previously, the board held the company could postpone bargaining until the decertification issue was resolved. The board now says there is a presumption of majority acceptance of the union until an actual vote to decertify is taken."

Burial benefits for Veterans

The Veterans Administration reminds former servicemen and servicewomen that awareness of VA burial benefits can often spare the family of a deceased veteran anxiety and financial hardship immediately following the veteran's death.

Interment in a national cemetery is usually available, as it is for eligible spouses and minor children. Burial expenses are also available for eligible veterans.

Details and further information can be obtained by calling Richard Runnells at the Veterans Administration Medical Center, 4150 Clement Street, San Francisco. The telephone number is (415) 221-4810, Extension 2554.



Gibbons

"Harold Gibbons helped forge this union into the strong vital force it is today, and we all owe him a debt of gratitude for his years of service," added General Secretary-Treasurer Ray Schoessling.

The veteran labor leader had served the Teamsters as both an international officer and Assistant to the General President, and as an area and local Teamster leader over his long career.

Gibbons, a vice president of the Teamsters since 1957, had also served as director of the Central Conference of Teamsters, as director of the IBT's National Airline Division, and as chairman of the National Warehouse Division over the years.

He had come to be relied on by generations of Teamsters for his invaluable advice and leadership and his keen intellect.

As president of the Missouri-Kansas Conference of Teamsters, as president of Joint Council No. 13 in St. Louis, and as secretary-treasurer of Teamster Local 688

in St. Louis, over the years he had provided for his members the most advanced services anyone in the labor movement had ever enjoyed. These included a special health camp established for Local 688 members and their families, a Labor Health Institute providing an exhaustive range of medical and dental services for members, a vibrant community action program that served as a model for many other locals around the country, and some of the most innovative contract provisions in the nation.

This past summer he had made impressive presentations at both the Canadian Conference of Teamsters delegates in Myrtle Beach, South Carolina, never losing his zest for organizing or his zeal for unionism. In the months prior to his death, he had been a vocal force in the Teamsters' effort to bring Wells Fargo armored car drivers under the Teamster banner and had been spearheading a national movement to achieve this.

Sought for mayoralty

In his home city of St. Louis, the Teamster leader had been likewise recognized for his leadership abilities, including just days before he died, a draft movement to induce Gibbons into running for mayor of the city, so great was his reputation and prestige in the Gateway City.

Gibbons is survived by his wife, Toni; three children by an earlier marriage, including daughter Elizabeth and sons Larry and Patrick, and several grandchildren.

IN MEMORIAM

Joint Council 7 and Local 439 officers extend condolences to the families and friends of the following Teamster members who died recently:

HAGA, HENRY A., Local 70
MENDOES, LOUIS, Local 70
MINKS, ARCHIE D., Local 70
PAVAO, HERMAN, Local 70
THOMAS, LYLE W., Local 70
WILSON, RONALD D., Local 70
ARMENTA, PETER, Local 85
BREEN, JOHN, Local 85
COUGHLIN, ROBERT, Local 85
CRANFORD, MARCUS, Local 85
DAVIS, L. P., Local 85
DICKINSON, RAYMOND, Local 85
ERB, CHARLES, Local 85
JOHNSON, FRED L., Local 85
KELLER, RONALD, Local 85
LAMME, PAUL, Local 85
McKEE, VERNON, Local 85
MOSLEY, JAMES T., Local 85
PRICE, AARON, Local 85
PRICE, HENRY, Local 85
SCHICK, HOWARD, Local 85
SEAGROVES, RUFUS, Local 85
SHAVER, WALLACE, Local 85
YEPEZ, SAMUEL, Local 85
BECKMAN, HAROLD, Local 226
REINBERG, REUBEN, Local 226
BOYD, ALBERT, Local 265
JONES, R. E., Local 265
QUANTRILLE, L. R., Local 265
RACKLIFFE, PAUL, Local 265
VLAHOVICH, CHARLES, Local 265
LAMONTE, SAL, Local 287

WATSON, ROBERT E., Local 287
KRACHT, CORT, Local 296
CARDINALE, JASPER, Local 315
MATTINGLY, CHARLES, Local 315
MERCADO, FERMIN, Local 315
MINEAR, GEORGE, Local 315
DELLA CELLA, LEONARD, Local 350
MASON, JOHN C., Local 439
TROW, GEORGE, Local 439
WILSON, CLEO, Local 439
ARNOLD, THOMAS A., Local 468
COLLURA, SAMUEL, Local 468
DAHLGREN, LEROY E., Local 468
WATTS, ALFRED, Local 484
MEDINA, MARGARET, Local 655
AULHOUSE, VERNON, Local 853
CARPENTER, GLENN, Local 853
CREACY, KERN, Local 853
LILVA, JOHN F., Local 853
DURGIN, ARTHUR, Local 856
GOCH, CELINE, Local 856
HAY, MARY RUTH, Local 856
MAHER, MARIETTA, Local 856
NORIOIAN, GEORGE, Local 856
OBATA, THEODORE, Local 856
PICKERING, RUSSELL, Local 856
PORATH, ELAINE, Local 856
CAFFERATE, PETER, Local 896
KRACHT, CORT, Local 896
McGRATH, GEORGE, Local 896
HOFFMAN, ROBERT, Local 921
MELLO, MANUEL, Local 980

75th Anniversary Seminar Photos



RETIRED JOINT COUNCIL 7 Executive Board member Mark O'Reilly (center) and I.L.W.U. International Secretary-Treasurer Curt McClain (right) with Council Recording Secretary Al Costa.



Board of Supervisors President-elect Wendy Nelder gives Trustee Bob Morales a commendation resolution in San Francisco.

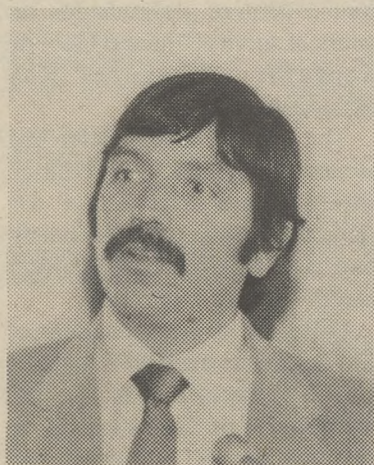


WENDELL PHILLIPS (left) retired Joint Council 7 Board member, with Joe Ault, Recording Secretary of Bakery Wagon Drivers Local 484 which Phillips once headed.

Panel session speakers at the seminar included:



IBT General Counsel Robert Baptiste on Washington legislation



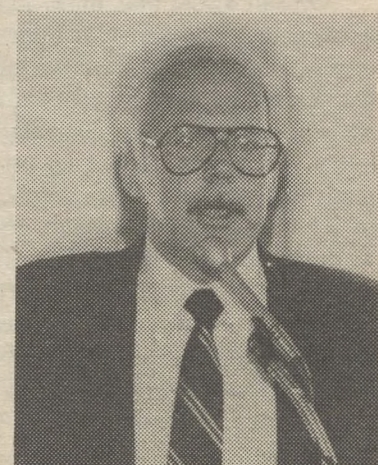
... and Steve Teigland from the U.S. Department of Labor on the Consumer Price Index



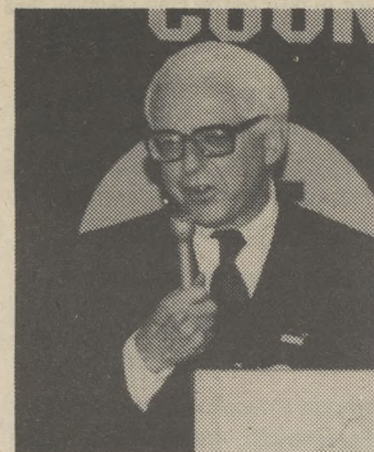
... and Arbitrator Barbara Chvany on the mechanics of the arbitration process



... and IBT Organizer Vicki Saporta on organizing tactics



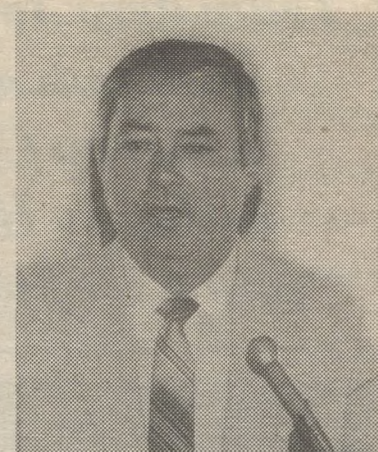
... and Walt Engelbert of the Western Conference of Teamsters on contract negotiations.



ECONOMIST Harry Polland (left), Attorney Duane Beeson (right) and Council Executive Secretary Mary Monahan received Certificates of Appreciation from the Joint Council 7 Executive Board.



NEWLY-ELECTED Congresswoman Barbara Boxer (left) and Santa Clara County Supervisor Susie Wilson were on hand to present congratulation resolutions from their legislative bodies.



Teamsters Joint Council 42 President Mike Reilly also came up for the anniversary event.

—Photos by Charley Wambeke

Cranston

(from Page 1)

Cranston called for a "fair wage for working men and women and a fair share in it all through profit-sharing and stock options, and bonuses for productivity where that can be done, and a voice in the decision-making."

He criticized the Reagan Administration as "unfair" for giving priority to "cuts in lifelines to children, to older Americans . . . to poor people, to handicapped people, to Hispanics, to Blacks."

Wide-open race

He ended his remarks on a political note, after strongly emphasizing that the "American President has to sit down with the

Soviet leaders" to achieve a necessary end to the arms race and an inevitable nuclear holocaust.

"I think it can be done," Cranston said. "I would like to undertake that mission."

"That's one of the reasons I am considering running for the Presidency in 1984," Cranston said. "I think it's a wide-open race. The only places that are nailed down are the home states. I would assume that Kennedy has Massachusetts, and Mondale Minnesota, and Glenn Ohio—and if I could start with that kind of an arrangement with California—with almost 20 percent of the votes needed for nomination and election, that's a pretty good way to start."

"California," Cranston said,

"has produced three Presidents—Herbert Hoover, Richard Nixon, Ronald Reagan. I think we can do better."

Williams message

General President Roy L. Williams, in a message read by International Organizer Roy Nunes, praised Joint Council 7 as "an aware and extremely politically active body" which "has never been shy in proclaiming its determination to be a voice for change in California."

Commendations

No less than six observance resolutions commending Joint Council 7 on its 75th birthday were read to the seminar delegates during the Anniversary banquet. They came from the

U.S. House of Representatives, the State Assembly, the State Senate, and the San Francisco, Alameda, and Santa Clara county boards of supervisors. A portion of the proclamation by Mayor Dianne Feinstein of Teamster Day on November 18 in San Francisco was read off by Joint Council 7 Trustee Herb Suvaco.

Home town boy

For Joint Council 42 President Mike Riley, the Monterey seminar was reunion time with old friends from "home." Riley is a native San Franciscan, a member of the first graduating class of the city's Riordan High School in 1938. His first Teamster job was as a member of Local 856, and he also was a member of Locals 860

and 256 before he went to Southern California. His father still lives in the West Portal district of the city and a brother lives in the Noe Valley neighborhood.

Western Conference Director M.E. (Andy) Anderson presented Joint Council 7 with an original copy of a 1907 contract between the Brotherhood of Teamsters and the Draymen's Association. The provisions called for daily wage rates ranging from \$2 to \$4.50 for a 12-hour day. Overtime paid 50 cents an hour, except for "Six-Horse Teamsters" who received 75 cents an hour.

The seminar program was arranged by Council Trustee Bob Morales and Economist Harry Polland.